

Work Experience Pays Off!

Occupations that require work experience in a related occupation are considered an education/training category unto themselves. Usually the people working in this category supervise other workers in the three on-the-job training occupational categories discussed on pages 6, 12, and 20. Nearly 75 percent of all employment in the work experience category falls under the job title first line supervisors/managers, and those supervisors oversee the work of over 55 percent of the workers in the Utah economy.

Of the 16 supervisor occupations, the first-line supervisors/managers of retail sales workers category employs the most with over 15,000 jobs in Utah. They also oversee the largest single occupation in the state, that of retail sales workers (37,500 employed).

As the title implies, the training for these occupations is acquired by doing the work and developing the skill needed through experience. These supervisors have worked their way up the ladder to become the first level of management. They may have been mentored by their supervisors and attended internal or external supervisory training.

Even though workers in this category usually haven't received extensive training, they claim the second highest average wage of all the training levels, including those workers with an associate degree. The reason they average \$21 per hour (2005 wage estimate) is that they have been in the labor force longer. And, experienced workers will tend to receive pay raises as they move into the first rung of the management ladder.

These occupations are typically, but not always, hired from within the company. The current line workers are the labor pool often used to

fill first-line supervisory positions, and for many are the first place to be promoted to after they become journey-level workers. Work experience employees occupy critical positions overseeing the actual service or production workers.

Not all occupations in the work experience category are first-line supervisors. Some are managers whose job duties don't require significant levels of higher education. These include industrial production managers, transportation and warehouse managers, food service managers, and lodging managers. Other notable occupations not included with the supervisors in the work experience group include retail and wholesale buyers and purchasing agents, cost estimators, detectives, real estate brokers and construction and building inspectors. ①

For a list of all of the occupations in the work experience category see <http://jobs.utah.gov/opencms/wi/pubs/trendlines/marapr08/workexperience.xls>

